



@USNPEOPLE WEEKLY WIRE

1) FMS – Seven Things Sailors Should Know/ 25 SEP 14 [\[LINK\]](#)

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Changes to the formulation were made to achieve the right balance between technical skill proficiency, as measured by the test, and on the job performance as gauged by chain of command input through the evaluation process. It also places less emphasis on longevity-based elements. This fall's petty officer advancement results will be the first use of the new formula.

2) Cruise Pay Is Right Move / 19 SEP 14

Navy Times Editorial

Fleet leaders have said op tempo was at the edge of sustainable long-term for a Navy striving to retain its best. If eight-month cruises are the new norm, Navy leaders have decided, than sailors ought to be fairly compensated for the hardships these entail. That's the right call. Navy Secretary Ray Mabus and other Navy leaders deserve praise for getting deployment pay approved despite severe budget constraints. The aptly named Hardship Duty Pay – Tempo will better compensate sailors and Marines sailing on deployments of more than 220 days.

3) Moving CSADD into the Future / 22 SEP 14 [\[LINK\]](#)

By Fleet Master Chief April Beldo

The challenge I am putting on command triads is to continue to build on what is already an outstanding program. CSADD is one of the most important Sailor programs we have in the fleet, and that is why I am empowering the triads to unleash the creativity that may have been handcuffed by the restrictions of an official instruction. This is aligned with the Chief of Naval Personnel's theme of giving commands more authority to do what they do best, "Lead their Sailors." This major shift in the program requires our continued support to our chapters. Top-down leadership support and encouragement can provide the tipping point that the program needs to recruit targeted Sailors.

4) NAVADMIN bi-weekly roll-up:

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- CNO Worldwide Navy Birthday All Hands Call [\[LINK\]](#)
- Appointment opportunity for Nuclear CWO (740x Designator) to Nuclear LDO (640x Designator) [\[LINK\]](#)
- FY-14 and FY-15 Aviation Command Retention Bonus [\[LINK\]](#)

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From Chief of Naval Personnel

WASHINGTON (NNS) -- This spring, based on Fleet feedback, Navy revised the Final Multiple Score (FMS), the weighted formula used to select Sailors for advancement.

The new formula rewards sustained superior performance and increases the role of the command triad in the advancement of Sailors, officials said, Sept. 25.

Changes to the formulation were made to achieve the right balance between technical skill proficiency, as measured by the test, and on the job performance as gauged by chain of command input through the evaluation process. It also places less emphasis on longevity-based elements.

This fall's petty officer advancement results will be the first use of the new formula.

Here are seven things Sailors should know about FMS:

1. FMS is a weight-based calculation used to rank Sailors eligible for advancement.
2. The advancement examination is the largest factor considered for advancement to E4 and E5, increasing in weight by eight percentage points, going from 37 percent to 45 percent.
3. For E6 and E7, Performance Mark Average (PMA) becomes the largest factor in determining Sailors' FMS. For advancement to E6, PMA increased three percentage points and now counts for 50 percent of the FMS calculation. For advancement to E7, PMA increased 10 percentage points to count for 60 percent of the total FMS.
4. Sailors who pass the advancement exam, but do not advance due to quota limitations, are eligible to receive Pass Not Advanced (PNA) points; however, the new policy limits PNA points to the top 25 percent of Sailors - 1.5 PNA points go to the top 25 percent of Sailors by test score, and 1.5 go to the top 25 percent by Performance Mark Average. However, for the next five test exams, those who have PNA points will have those points carried over.
5. Total PNA points in the FMS are determined from a Sailor's last five advancement cycles for a maximum of 15 possible points.
6. Service in Pay Grade has been reduced from seven percent to a weight of one percent of FMS for advancement to E4 through E6.
7. The Good Conduct Medal and the Reserve Meritorious Service Medal will no longer contribute award points in the FMS.

2) Cruise Pay Is Right Move / 29 SEP 14

NAVY TIMES Editorial

Getting a grip on the fleet's op tempo has been a struggle for Navy leaders for the past 13 years. That's not their fault.

The nation has called on its fleet in the immediacy of the Sept. 11, 2001, attacks, at the outset of the Afghanistan war, in the carrier surges before the Iraq invasion, and in the many crises since then, of which the Islamic State group is only the most recent.

Over that time, well-laid fleet plans have come and gone, as has any sense of normalcy in ship, submarine and squadron schedules. That's taken a toll on sailors and the families and friends who keep them going. Fleet leaders have said op tempo was at the edge of sustainable long-term for a Navy striving to retain its best. If eight-month cruises are the new norm, Navy leaders have decided, then sailors ought to be fairly compensated for the hardships these entail. That's the right call. Navy Secretary Ray Mabus and other Navy leaders deserve praise for getting deployment pay approved despite severe budget constraints. The aptly named Hardship Duty Pay – Tempo will better compensate sailors and Marines sailing on deployments of more than 220 days.

The Navy and Marine Corps are the first and only services to implement a specific pay for longer deployments. The high-deployment pay, at the very least, will help sailors and Marines accomplish worthy goals when they return, like Yeoman 3rd Class Brett Sapp, a Bataan sailor who said he's saving his deployment pay to prepare for the baby girl his wife gave birth to Sept. 18.

And there's the possibility that deployment pay will work where other plans have failed; that the greater price of extending deployments will prompt leaders to rework schedules so that deployments beyond 7 1/2 months become the exception rather than the rule.

3) Moving CSADD into the Future / 22 SEP 14 [\[LINK\]](#)

By Fleet Master Chief April Beldo

As the Chief of Naval Personnel and I travel around the fleet, a frequent question we receive is how chapters of the Coalition of Sailors Against Destructive Decisions (CSADD) can become self-sufficient.

CSADD chapters have been doing an outstanding job since their inception in 2008, particularly in helping young Sailors on their first enlistment find positive ways to enjoy their Navy life while avoiding the dangers of drug and alcohol abuse. Today there are more than 350 chapters organizing movie nights, liberty trips and other alternatives to help Sailors help one another make smart decisions.

However, as an official command organization, there are legal limits on what they can do to raise funds or purchase promotional items.

I consulted widely with the CSADD chapters, Leadership Mess and the Board of Advisors where I found a consensus in favor of canceling the instruction that currently governs CSADD as an official command program.

Canceling the instruction (OPNAVINST 1500.80) does not in any way mean a lessening of the Navy's support for the goals and good work of CSADD. To be clear, CSADD IS NOT GOING AWAY. Chapters will now be able to purchase promotional items, such as t-shirts, coins and key chains, to help become more visible in their commands, and recruit more members. Resources such as Morale, Welfare and Recreation (MWR), Liberty Centers, Safety Center and Fleet and Family Support Centers will continue to be available to the chapters for requested support.

OPNAV will no longer be the governing authority of the CSADD Program, though I and other Fleet and Force Master Chiefs will remain in the mentor role. Commanding officers along with their command master chiefs will now have the ability to set the course for their independent chapters. All official websites, NAVADMINs, required training and reading and reporting criteria via the regional commanders will dissolve as of Oct. 1, 2014. The official CSADD Facebook page will continue to be managed by MPT&E FLTCM.

Turning CSADD into a Non-Federal Entity (NFE) also has the benefit of reducing administrative burdens from commands and commanding officers. There will now be one fewer program that has to be audited at each change of command, and participants in this program will be 100% voluntary as they receive no funding from the Navy. This valuable program may have needed support at its inception, but it is more than strong enough to stand on its own two feet now.

The challenge I am putting on command triads is to continue to build on what is already an outstanding program. CSADD is one of the most important Sailor programs we have in the fleet, and that is why I am empowering the triads to unleash the creativity that may have been handcuffed by the restrictions of an official instruction. This is aligned with the Chief of Naval Personnel's theme of giving commands more authority to do what they do best, "Lead their Sailors." This major shift in the program requires our continued support to our chapters. Top-down leadership support and encouragement can provide the tipping point that the program needs to recruit targeted Sailors.

I look forward to seeing how CSADDs use this greater freedom to increase the size and impact of the program going forward.

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